

Ethnicity Pay Gap Report Royal Wolverhampton Trust 2024 to 2025

Working in partnership

The Royal Wolverhampton NHS Trust
Walsall Healthcare NHS Trust



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Background

This is the first ethnicity pay gap report for Royal Wolverhampton Trust.

This report presents the following ethnicity pay gap indicators, which have been calculated for:

- Average ethnicity pay gap as a mean average
- Average ethnicity pay gap as a median average
- Average bonus ethnicity pay gap as a mean average
- Average bonus ethnicity pay gap as a median average
- Proportion of White colleagues receiving a bonus payment and proportion of BAME colleagues receiving a bonus payment
- Proportion of White and BAME employees when divided into four groups, ordered from lowest to highest pay

The data analysis snapshot for this report is as of **31st March 2025** and is taken from the Electronic Staff Record System (ESR).

The total number of employees was 11815, of which 60.2% were white, 37.9% BAME and 1.9% unknown. This includes all employees holding an employment contract with the trust.

For this report, staff who work bank shifts have been included.

Trust Results – Overall

This data shows that on average there is a mean average difference in favour of BAME employees of 12.18%% with BAME colleagues earning on average £2.77 more an hour.

Mean of Hourly Rate - Overall				
BAME	White	Unknown	Difference between BAME and White	Pay Gap %
£22.79	£20.01	£24.83	£2.77	12.18%

This data shows there is a median difference of 11.49% in favour of BAME employees, with BAME colleagues earning £2.16 more per hour.

Median of Hourly Rate - Overall				
BAME	White	Unknown	Difference between BAME and White	Pay Gap %
£18.79	£16.63	£20.94	£2.16	11.49%

When calculating the average mean difference between medical and non-medical employee average earnings, both are in favour of White employees.

Trust Results – average hourly wage

This data shows that on average, there is a median average difference in favour of BAME employees of 12.18% with BAME colleagues earning on average £2.77 more an hour

Mean of Hourly Rate - Overall				
BAME	White	Unknown	Difference between BAME and White	Pay Gap %
£22.79	£20.01	£24.83	£2.77	12.18%

For Medical Staff, it shows that there is a difference of 22.99% when comparing the mid-point salary across all ethnic backgrounds. White staff earn £9.97 more per hour.

BAME	White	Unknown	Difference between BAME and White	Pay Gap %
£43.35	£53.32	£36.24	£-9.97	-22.99%

For Non-Medical Staff, there is a difference of 0.40 pence per hour more for White Non-Medical staff

Mean of Hourly Rate – Non-Medical Staff				
BAME	White	Unknown	Difference between BAME and White	Pay Gap %
£18.15	£18.55	£19.31	£-0.40	-2.23%

Trust Results – mid-point salary

This data shows that on average, there is a median average difference in favour of BAME staff of 5.84% with BAME colleagues earning on average £1.14 more an hour.

Median of Hourly Rate - Overall				
BAME	White	Unknown	Difference between BAME and White	Pay Gap %
£18.79	£16.63	£20.94	£2.16	11.49%

For Medical Staff, it shows that there is a large pay gap of 45.75% when comparing the mid-point salary across all ethnic backgrounds. A difference of £17.58 more for white staff and those who prefer not to disclose.

Median of Hourly Rate - Medical Staff				
BAME	White	Unknown	Difference between BAME and White	Pay Gap %
£38.42	£56.00	£56.00	-£17.58	-45.75%

For Non-Medical Staff, there is a difference of £1.17 per hour more for BAME staff, and £1.39 more for staff whose ethnic background is unknown.

Median of Hourly Rate – Non-Medical Staff				
BAME	White	Unknown	Difference between BAME and White	Pay Gap %
£17.70	£16.53	£19.09	£1.17	6.62%

Average Ethnicity Pay Gap

The Trust operates an annual Local Clinical Excellence Award (CEA) round for eligible consultants. This recognises and rewards individuals who demonstrate achievements in developing and delivering high-quality patient care over and above the standard expected of their role, with a commitment to the continuous improvement of the NHS.

Percentage of Consultants who received a Bonus/ LCEA payment	Unknown%	Unknown	BAME %	BAME	White %	White
Ethnicity Bonus Gap	5.58%	29	5.35%	229	2.20%	161

The table to the right shows there is a mean average difference in favour of White employees of 1% with BAME employees receiving £371 more per year than White award recipients.

Ethnicity	Mean Bonus Pay
Not Stated	£68,598.89
BAME	£26,982.55
White	£26,611.55
Difference	£371.00
Pay Gap %	1%

Ethnicity	Median Bonus Pay
Not Stated	£59,524.48
BAME	£23,303.46
White	£22,966.94
Difference	£336.53
Pay Gap %	1%

The table to the left shows that the median difference in favour of BAME staff 1% who receive £336.52 more per year than White award recipients.

Analysis by Pay Grade

- As part of the analysis, WHT are required to show the proportions of BAME and Non-BAME across four quartile pay bands: the Lower, Lower Middle, Upper Middle, and Upper Quartiles of earnings as shown below.

The table below shows the proportion of ethnicity in each quartile pay band

Quartile	BAME	White	Unknown	BAME %	White %	Unknown %
Lower	775	1950	28	28.15%	70.83%	1.44%
Lower Middle	1213	1861	41	38.94%	59.74%	2.20%
Upper Middle	1198	1558	77	42.29%	54.99%	4.94%
Upper	1288	1681	70	42.38%	55.31%	4.16%

- When ranking the pay relevant employees as of 31 March 2025 according to their average hourly earnings, BAME colleagues are less well represented in the Upper Quartile. However, not knowing the ethnic background of some staff impacts our ability to fully understand the extent of the differences across all indicators.

Conclusion & Recommendations

- Staff who choose not to declare or whose ethnic background is unknown appear to be the highest earners when reviewing the mean and median rates of pay. Therefore, greater work is needed to improve the disclosure rates for ethnic backgrounds to help identify.
- Local Clinical Excellence Award (CEA) are disproportionality in favour of staff whose ethnic origin is unknown with a pay gap of 39.33% (£41,616.34) compared to staff from an ethnic minority background.
- The Trust's pay gap is a positive gap for BAME staff with:
 - Mean ethnicity staff of 12.18%.
 - Median ethnicity pay gap is a positive gap of 11.49%.